

IRS benefit tax form FAQs

1095-C form

1. What is the 1095-C form?

The 1095-C form provides information about what medical coverage Walmart offered an eligible associate, including who was covered and when. When you file your 2024 tax return in 2025, you may need to state whether you and/or your dependents had health insurance in 2024.

If you worked for multiple employers in 2024, a 1095-C form may be furnished by each employer.

2. What if I didn't have health insurance for all (or any) of 2024?

There is no federal penalty for being uninsured. However, your state may charge you a penalty if you or your dependents were unable to document you had minimum essential health insurance coverage in 2024 when filing your taxes. You should consult with your personal tax, financial or legal advisor about your personal situation.

3. What is "minimum essential coverage"? Do Walmart's plans qualify as minimal essential coverage?

To qualify as providing "minimum essential coverage," a medical plan must meet certain standards (like being substantial, valuable and affordable). All of Walmart's medical plans meet the minimum essential health coverage standard.

4. When and how will I get my 1095-C form?

1095-C forms will be available by Jan. 31, 2025.

As the result of recent law changes, you will no longer receive a paper copy of Form 1095 unless otherwise required by state law.

You can view, download, print, or request a duplicate mailed copy of your 1095-C. Here's how:

- Access your form with Single Sign On (SSO) from One.Walmart.com/1095.

- You can also access your form at mytaxform.com (employer code: 10108)

If you don't have an account created, you will need your Social Security Number (SSN), date of birth, address, phone number, and email address.

You will be able to access the form if you have Acrobat Reader 7.0 or higher and access to one of the following internet browsers: Microsoft Edge, Firefox, Google Chrome, or Safari.

5. Can I get a paper copy of my 1095-C?

Associates working in California, District of Columbia, New Jersey, and Rhode Island will receive a copy of their 1095-C in compliance with state/local guidelines.

Associates outside those locations who would like to receive a paper copy may visit mytaxform.com/ (employer code: 10108) or contact People Services at [1-800-421-1362](tel:1-800-421-1362) to request a paper copy.

Separated associates and COBRA participants will also receive a paper form.

6. How long will the forms be available online? How can I access forms for past tax years?

The 2024 electronic 1095-C will be available through Dec. 31, 2025. You can retrieve 1095-C forms for tax years 2021, 2022, and 2023 at mytaxform.com.

7. I didn't get a 1095-C form. What should I do?

If you didn't get a 1095-C form and you were covered by (or eligible for) a Walmart medical plan in 2024, go to One.Walmart.com/1095. Once on the page, you can access the tax form portal to view, download or request a printed form.

8. Why is Part III of the 1095-C form blank?

Part III of the form will only be completed if you are enrolled in the Premier, Saver, Contribution, Banner Local, or Mercy Local Plans.

9. There is a dollar amount on line 15. Is that a premium I paid or a deduction from my pay?

The amount shown on line 15 of the form is the lowest monthly cost for associate-only coverage. For most associates, this is the Premier Plan. It does not necessarily reflect your actual premium paid.

10. Who do I contact if the information on my 1095-C form is wrong?

Please contact People Services at [1-800-421-1362](tel:1-800-421-1362).

11. What does it mean if I get a "corrected" form?

If a change in your healthcare enrollment information occurs after Walmart furnishes your 1095-C form, we will furnish an updated form to federal and state tax authorities and to you.

The "corrected" box on the top of the form will be checked if your initial 1095-C form has been filed with federal and state authorities.



1095-B, 1095-A, and other benefits tax forms

1. What's the 1095-B form?

The 1095-B gives you proof of health insurance for 2024 if you were enrolled in a Walmart-sponsored HMO plan or the PPO Plan. In addition to the 1095-C, you'll receive a 1095-B form directly from your health insurer. If you have questions about this form, call your plan's third-party administrator at the number on the back of your plan ID card.

2. What's the 1095-A form?

The 1095-A form will be mailed by the Health Insurance Marketplace if associates or anyone in their household enrolled in a health plan through the Health Insurance Marketplace. This form will include premium tax credit information if applicable.

3. I was enrolled in either a Walmart-sponsored HMO plan or the PPO Plan in 2024 and didn't get my 1095-B form. What should I do?

If you didn't get a 1095-B form and were covered by a Walmart-sponsored HMO plan or the PPO Plan in 2024, you should call your plan's third-party administrator at the number listed on the back of your plan ID card.

General questions

1. What other Walmart total rewards-related tax forms should I be looking for before I file my taxes?

Additional tax forms you might find in your mailbox:

- a. W-2: The W-2 is a tax form for your payroll related income tax filing. You can opt to receive your W-2 electronically, just like you can for the 1095-C.
- b. 1099-B: If you sold stock during 2024, you'll get this form from the company that handled the transaction.
- c. 1099-DIV: If you received dividends from stock you own, you'll get this form, as well.

2. Can Walmart help me if I have questions about filing my taxes?

Walmart cannot provide guidance or advice on filing taxes. You should consult with a certified tax professional and/or financial or legal advisor for questions about your specific situation.

